4 September 1979

MEMORANDUM FOR: Deputy Director for Operations

25X1A   FROM   : ▇▇▇▇▇▇▇▇▇▇▇

Chief, Career Management Staff

SUBJECT   : "Senior Intelligence Service" -- Initial Incumbent Conversion from GS Grades

REFERENCE   : Basic Proposals - CIA Senior Executive Service

1. The recommended option (Sub-System 5, Table B) was designed to ensure initial salary comparability -- or, more accurately, no loss of salary at the lower steps. The intentions were pure, but the overall impact could be a whole set of new problems.

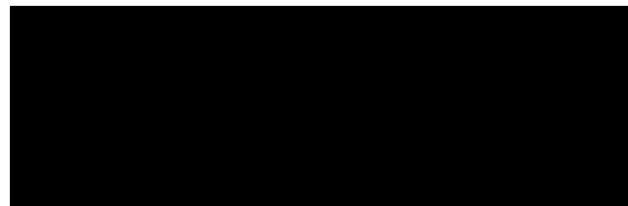2. Using the on-board method for counting super-grades, you currently have:

25X9

EP-IV	▇▇▇
EP-V	▇▇▇
GS-18	▇▇▇
GS-17	▇▇▇
GS-16	▇▇▇

Under the conversion system, you will have:

25X9

	New	Former
SIS-6	▇▇▇	▇▇▇
SIS-5	▇▇▇	▇▇▇
SIS-4	▇▇▇	▇▇▇
SIS-3	▇▇▇	▇▇▇
SIS-2	▇▇▇	▇▇▇
SIS-1	▇▇▇	▇▇▇
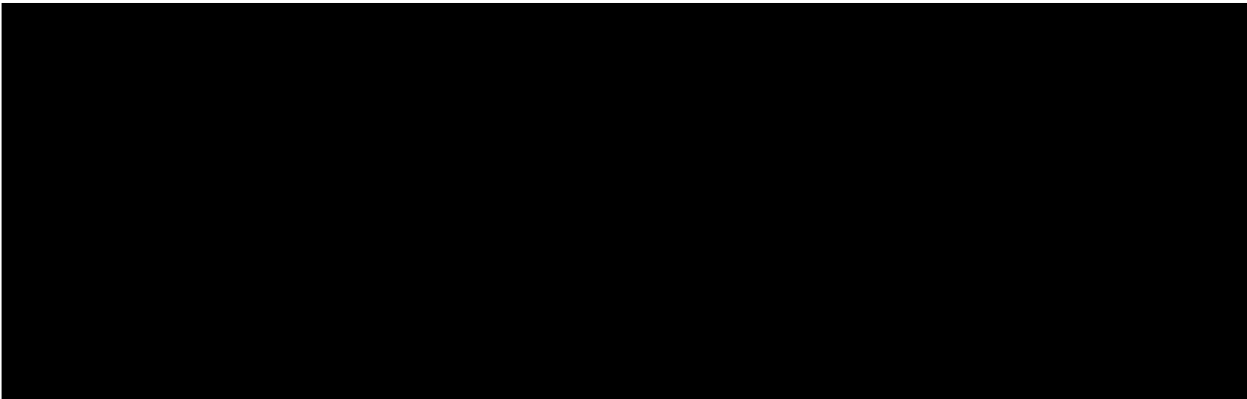
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total potential headroom of 16. Obviously SIS attrition will be the same as supergrade attrition, but a GS-15 should be promoted to SIS-1 unless we use his GS-15 time-in-grade to jump him to SIS-2 or 3 -- thus bypassing perhaps more capable officers. Projecting promotion headroom and flow-through in general would be difficult at best because we would no longer have a pyramid at the top. We would have an uneven diamond sitting on a pyramid.

    4. In addition to the purely practical problems, we also could expect considerable individual dissatisfaction with the conversions. The GS-18's (SIS-4's) will not be thrilled at the prospect of their deputies reaching their grade level without having earned it through performance and competition. Those GS-17's currently below step 5 will in effect be competing all over again for promotion with the GS-16's they have already beaten out. (I take this one personally.)

    5. There undoubtedly are additional problems with the proposed conversion system that would be surfaced by further study. However, since the DDCI wants to implement the SIS on 1 October, I feel this should be brought immediately to your attention.

25X1A

cc: DD/Per
    C/CCS

Director of Personnel
5 E 58 Hqs.   6825

Chief, Admin Group,O/Compt.
4 E 20 Hqs.

For comments as soon as possible.

ROUTING AND RECORD SHEET

SUBJECT: (Optional)

FROM: C/CMS	EXTENSION	NO.
		DATE

TO: (Officer designation, room number, and building)	DATE		OFFICER'S INITIALS	COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)
	RECEIVED	FORWARDED		
1. DD/Per 5 SEP 1979				
2.				
3.				
4.				
5.				
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11.				
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